

728

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Response to Chairman Louis Stokes
re CIA's replacement of GSA Federal Protective Officers

STAT

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FROM: David D. Gries
Director of Congressional Affairs

EXTENSION

NO.

OCA 87-2716

DATE

16 JUL 1987

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. ER

16 JUL 1987

JK

Attached is the revised letter to Chairman Stokes which has been updated to reflect some of the recent actions we have taken to encourage former FPOs to apply to our program.

2.

3. EXDIR

17 JUL 1987

JT

Even though Chairman Stokes' letter does not call for a specific reply, the matter is important enough for you to go on record as being determined to resolve the problem.

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21 July 21 July
11:00 12:40

JK

6.

7. DDCI

21 July 18:40

S.

8.

9. DCI

22 July 1987

WBL

10.

11. RETURN TO D/OCA

12.

13.

14.

15.

Letter revised again

30 JUL 1987

Please insert in all copies -
Orig with EA/DCI
30 July 87

DCI EXEC REG

DCI EXEC REG

3-406-1R



Washington, D.C. 20505

31 JUL 1987 OCA 87-2716

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

With respect to your question about the pay offered to the FPOs, as we have explained to your staff, prior to October 1985 Security Protective Officers' (SPOs') starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, like the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 when the pay cap was modified were hired at the GS-06, Step 1 level (\$16,521 per annum). Since April 1987, all SPO applicants have been hired at the GS-06, Step 8 level (\$20,378 per annum), negotiable to GS-08, Step 10 level (\$26,435 per annum) for certain supervisory personnel. We are confident this pay scale is competitive with other local D.C. police organizations.

While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. Although we were able to attract many qualified recruits, they came mainly from outside the D.C. area; the thought of a pay cut was surely a disincentive to many FPOs. We believe this explains in part why only a small number of FPOs applied to become SPOs.

In addition, as you know, our staffs met on 12 June for a thorough discussion of the matter. Our officers explained the actions we are taking to encourage former FPOs to apply for our SPO positions. This includes letters written to 197 former FPOs to inform them about the SPO positions and to invite them to apply.

On 20 June the Agency held an open house at the Headquarters auditorium to meet with FPOs, explain our program and to solicit their applications. Fifty-four of our former FPOs responded and attended that open house. We have already received 33 applications from former FPOs as a result of these initiatives. All applications from former FPOs will be given preferential treatment. Of course, we will continue to keep your staff informed of our progress.

I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

/s/ William H. Webster

William H. Webster
Director of Central Intelligence

Distribution:

Orig - Addressee

1 - DCI

1 - DDCI

1 - EXDIR

1 - ER

1 - DDA

1 - D/OCA

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OCA [] ks (30 Jul 87)

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Central Intelligence Agency

ER



Washington, D.C. 20505

OCA 87-3195

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

With respect to your question about the pay offered to the FPOs, as we have explained to your staff, prior to October 1985 Security Protective Officers' (SPOs') starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, like the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 when the pay cap was modified were hired at the GS-06, Step 1 level. Since April 1987, all SPO applicants have been offered an entry-level salary of \$20,378 per annum, negotiable to \$26,435. We are confident this pay scale is competitive with other local D.C. police organizations.

While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. Although we were able to attract many qualified recruits, they came mainly from outside the D.C. area; the thought of a pay cut was surely a disincentive to many FPOs. We believe this explains in part why only a small number of FPOs applied to become SPOs.

In addition, as you know, our staffs met on 12 June for a thorough discussion of the matter. Our officers explained the actions we are taking to encourage former FPOs to apply for our SPO positions. This includes letters written to 197 former FPOs to inform them about the SPO positions and to invite them to apply.

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I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

William H. Webster
Director of Central Intelligence

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OCA [] ks (28 Jul 87)

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Central Intelligence Agency



Washington, D.C. 20505

OCA 87-2716

**The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515**

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

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While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. Although we were able to attract many qualified recruits, they came mainly from outside the D.C. area; the thought of a pay cut was surely a disincentive to many FPOs. We believe this explains in part why only a small number of FPOs applied to become SPOs.

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On 20 June the Agency held an open house at the Headquarters auditorium to meet with FPOs, explain our program and to solicit their applications. Fifty-four of our former FPOs responded and attended that open house. We have already received 26 applications from former FPOs as a result of these initiatives. All applications from former FPOs will be given preferential treatment. Of course, we will continue to keep your staff informed of our progress.

I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

William H. Webster
Director of Central Intelligence

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- 1 - EXDIR
- ① - ER
- 1 - D/OCA
- 1 - DDA
- 1 - D/Pers
- 1 - DD/Pers/Employment
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Central Intelligence Agency



Washington, D.C. 20505

OCA-87-2716

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

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On 20 June the Agency held an open house at the Headquarters auditorium to meet with FPOs, explain our program and to solicit their applications. Sixty-five of our former FPOs responded and attended that open house. We have already received a dozen applications from former FPOs as a result of these initiatives. All applications from former FPOs will be given preferential treatment. Of course, we will continue to keep your staff informed of our progress.

I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

William H. Webster
Director of Central Intelligence

Letter to The Honorable Louis Stokes

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- 1 - DD/PERS/EMPLOYMENT
- 1 - D/SEC
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- 1 - EEO
- 1 - OCA Record
- 1 - RJK Chrono
- 1 - OCA Read

Central Intelligence Agency



Washington, D.C. 20505

OCA 87-2508

The Honorable Louis Stokes, Chairman
 Permanent Select Committee on Intelligence
 House of Representatives
 Washington, D.C. 20515

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

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Sincerely yours,

William H. Webster
 Director of Central Intelligence

OCA/Senate (16 Jun 87)

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